

Faculty Organization
11/18/2016
1-3pm
Hawthorne Hall 107
Minutes

1. Call to Order – 1pm
2. Approval of the Minutes: October 10/21/16 – Approved without amendment
3. President’s Report – Susan Zinner
 - a. Domestic Partners Health Benefits
 - i. All the Presidents of Regional campuses sent letter to IU Director of HR to extend domestic partner benefits to unmarried partners.
 - ii. Estimated that 30 IU employees are affected
 - iii. There was appreciation for the message sent by President McRobbie after the election.
 - iv. More details to come.
 - b. The UFC will soon see a new sexual harassment policy that has been created. Will distribute when available.
 - c. Gender Equity Salary study is ongoing.
 - d. We have 7 names in the election pool for the Faculty Board of Review. New BOR needs to be in place by 2/1/17.
 - e. No December Faculty Org Mtg.
4. Chancellor’s Report
 - a. Chancellor was incorrect at the last meeting when he said that our current NSF grant was our first. NSF grants have been received in the past by Dean Mark Hoyert, Assoc. Dean Nelson Deleon, and Professor Jeff Fisher. Apologies for the mistake.
 - b. Please consider applying for University Teaching awards.
 - c. IU Northwest Council wishes to have Faculty Organization input on the strategic plan.
 - i. Please respond by Dec 6.
 - d. Thank you for participating in Advising Week
 - e. Regarding the Chancellor’s presentation at Oct Faculty Org
 - i. By emphasizing the importance of retention, Chancellor did not mean to imply that recruitment is unimportant.
 - ii. Transfer students (who complete at a higher rate than first time students) have been stabilizing over the recent term.
 - iii. Declining HS graduates is an issue that affects recruitment potential.
 - iv. Emphasis is being placed on recruiting adult learners.
 - v. We cannot lose sight of the importance of retention and the faculty role in that process.
 - vi. Degree completion results in performance funding from the state.
 - vii. We must work to support the students who struggle and retain the students who are succeeding.

- f. IUN is subject to additional monitoring and scrutiny from the Higher Learning Commission due to low graduation rates. All IU regional campuses are being studied.
 - i. Exec Committee contributed a number of great ideas to respond to this issue.
 - ii. Suggestions of action steps to address graduation rates would be very welcome.
 - g. EVCAA Search
 - i. Chancellor has confidence in the search firm. He has worked with them on two successful Chancellor searches and they are very familiar with IU as a whole.
 - ii. Although this search process resulted in a slate of candidates that had been vetted by faculty and others, the Chancellor made the final decision to hire the last candidate himself.
 - h. Faculty Question - Given our new president's pledge to deport 2 million undocumented immigrants, what is the university doing to protect our students.
 - i. We have 4 DOCA students on our campus.
 - ii. There is concern at the university level. Preparations are being made to deal with these cases.
 - i. Faculty Question - What is the primary determiner of retention and graduation?
 - i. Grades
 - 1. Students with below 2.0 in first semester complete at about 2%.
 - 2. Students who have a 2.0-3.0 in first semester complete at about 28%
 - 3. Students who have a 3.0-4.0 in first semester complete at about 56% or higher.
 - ii. First year project that we have in motion could address this issue.
 - j. Cynthia O'Dell – there is a new policy regarding immunizations. They must go to ONE and provide dates of when they had immunizations. No documentation is required. Students cannot enroll if they have not done so. Please advise your students on this issue.
5. EVCAA Rominger Report
- a. Enrollment
 - i. IUOCC transfers have not been done yet, but will be done.
 - ii. GRE and GMAT list have been purchased and will be managed.
 - iii. View book for Graduate Programs is in production. (Undergraduate piece will not be produced on paper, it is too expensive).
 - iv. Sales force will be used next, after the above steps, to recruit new students.
 - v. Mailings are too expensive and not effective. Most contacts will be digital.
 - b. Explorance Blue – a new system for delivering student evaluations. All regional campuses (except East) have signed on to use this system. The questions will be the same as currently used in the short term. There is an intention to

standardize the questions in the future, but that will come later. This system was adopted because of the perception of very low participation in course evaluations.

- c. Consortium degrees – requests for all regional campuses to participate in a single degree program. There would be memorandums regarding controls, fee distributions, and enrollment parameters.
 - i. Online graduate degrees are reserved to the Bloomington campus. Online undergraduate degrees are reserved to the regional campuses. This is one reason for the desire for consortium degrees.
 - ii. Regional campuses cannot have their own individual online undergraduate degree – all regional online degrees must be consortium.
 - d. New agreement with Ivy Tech
 - i. Classes offered on our schedule
 - ii. IUN Registrar will have to approve courses
 - iii. Provisions about shared space (connecting enrollment to facility size)
 - e. Regional Challenges Grant
 - i. Several faculty are interested in applying.
 - ii. Faculty Question – Internal grant processes sometimes are sometimes troubling because sometimes faculty ask for things in the grant proposal that are not cleared with IU Northwest administration. Will there be proactive communication?
 - 1. Yes. We will do our best.
 - f. Faculty Question – Will students be notified of IUOCC transfers?
 - i. Yes – they will be notified, but doing nothing will allow the transfer.
6. EVCAA search – Margaret Skurka
- a. See attachment 1
 - b. Most effective ways to get good candidates are outreach and nominations. This has been stressed by the search firm.
 - c. Search is underway – now through January.
 - d. Goal is to have a slate of candidates in early March
 - e. Storbeck/Pimental and Associates (Washington DC) - \$60,000
 - f. Confidentiality is a very important part of this process for everyone.
7. Faculty Affairs Committee Chair – George Bodmer
- a. Considered
 - i. Participation in Servant Leadership organization – tabled with the departure of EVCAA McPhail
 - ii. Sabbaticals criteria revision – tabled with the departure of EVCAA McPhail
 - iii. Resolution regarding health coverage for Domestic Partners
 - iv. P&T Committee composition rules - this resolution failed, but we seem to be operating under these rules already.
 - b. Faculty Question - Is the idea of Servant Leadership still alive on this campus
 - 1. Yes. This issue was simply about our joining of an organization.
 - c. Faculty Question – The P&T Committee remains an issue.

- i. We cannot pass this rule and yet the IU administration insists that it is necessary.
- 8. Admissions and Retention Committee Chair – William Allegrezza
 - a. There is too much work for this to be a single committee, in particular in light of the recent focus on these two issues as they relate to our enrollment and the desire for greater faculty participation and feedback in these areas.
 - b. Memo proposing a move to a separate Admissions Committee and Retention Committee (see attachment 2)
 - c. Faculty Questions – why would this committee be concerned with the admission standards for a particular school or program?
 - i. This is a great moment to rewrite the wording here. Specific feedback is welcome.
 - ii. Only Education and CHHS have separate admissions standards. Those who apply to those programs and fail to be admitted are routed to COAS.
 - d. Faculty Comment – This statement should be re-written with the help of those deans.
 - e. Faculty Question – should there be graduate and undergraduate admission committees?
 - i. Probably not enough work for two committees.
 - f. Faculty Question – are you sure there is enough work for two committees?
 - i. Yes
 - g. Admissions Committee description is tabled for suggested revisions.
 - h. First Reading is completed for Retention Committee description.
- 9. Input on the creation of a new committee – Jonathyne Briggs
 - a. Online teaching has become a major issue in our university landscape.
 - b. Is there a specific role that the faculty organization can play in online teaching?
 - i. Faculty Question – What kind of information are being collected from our online classes and what is being done with that information?
 - ii. Faculty Comment – there may be an opportunity to share resources among online professors.
 - iii. Faculty Comment – IUOCC is becoming a huge entity. There must be a conduit to get information about this important information.
 - iv. Faculty Question – Should the Distance Education and Classroom Technology committee be repurposed?
 - 1. No, that committee does important work regarding hardware on our campus.
 - 2. Perhaps that committee could be renamed.
 - v. Faculty Comment – new federal laws are relevant to these issues.
 - c. What should this committee be empowered to do?
 - i. Should faculty elect representatives?
 - ii. How would this committee interface with CISTL?
 - d. Faculty Comment – A group should convene to draft a proposal for this committee.

- e. Briggs will send an email requesting participation in drafting this proposal.
10. Tech Tips –
- a. Two factor authentication.
 - i. Beginning Jan 3, all faculty and staff must be enrolled.
 - ii. Help Desk provides help.
11. Tabled:
- a. Marketing Update
 - b. Parking Issue
12. Old Business - new
13. New Business – new
14. Adjourned at 3pm

Attachment 1:

**INDIANA UNIVERSITY
NORTHWEST**

November 15, 2016

COLLEGE OF HEALTH
AND HUMAN SERVICES

Dear IU Northwest Community,

I am excited to report that the Executive Vice Chancellor for Academic Affairs (EVCAA) search is well underway. The search committee membership has been drawn from the entire campus community, including faculty, administrators, staff, and students much as it was done for the last EVCAA search. The full list of committee members is listed below. Faculty were selected from a list of names submitted to the Chancellor by Susan Zinner, President of the Faculty Organization, as requested by the Chancellor at the September Faculty Organization meeting. I was asked by the Chancellor to serve as Chair of the Search and I was happy to serve.

The Search Committee met for the first time in early October. We received the charge from the Chancellor and had a very positive discussion with him in attendance at that meeting. We also met with our search consultants to discuss the process and begin to lay out the strategy for the search. I am pleased to say that our committee has taken an active role in the development of the position profile and recruitment strategy for the next EVCAA.

The committee, with the help of the search consultants, put together the advertisement and a longer position profile, which will be available soon on a dedicated site. We are advertising in the Chronicle of Higher Education, through the IU system, and in several other publications also. This list will be posted also.

We are hoping to take full advantage of the balance of the fall and into the New Year to recruit and screen candidates. We expect to be in a position by late January/early February to start committee interviews with a select group of candidates, and hope to bring a final slate to the campus community in late February/early March. While that schedule is tentative now, we are confident that we will be able to meet this timeline. We will publish dates and times as early as we have them.

Recruitment Efforts: Our search consultants, Steve Leo and Brian Bustin from the national search firm of Storbeck/Pimentel & Associates have started the process of identifying candidates who have been nominated by others as well as actively recruiting prospective candidates from their data base and beyond. Their company does most administrative searches throughout Indiana University and they come to us with years of experience, and specific experience at Indiana University. The decision to use the services of a Search firm was made by Chancellor Lowe before the Search Committee was appointed.

We are eager to hear from individuals within the University community concerning thoughts and ideas that can benefit this EVCAA search. We invite you to nominate

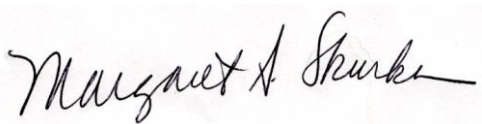
individuals whom you believe the committee should consider for Executive Vice Chancellor for Academic Affairs of our unique institution by e-mailing names and CV's to: IUNEVCAA@storbecksearch.com

We will keep you informed of the progress of the search committee's work. Thank you for your support of this important undertaking by the University, for your nominations and for your thoughtful ideas and contributions. It is our hope that we identify and select the best individual possible to be our next EVCAA.

I have been asked to do a short presentation on this topic at the Faculty Organization meeting on November 18. I will be there and hope to be able to answer any questions that come up on the spot, or do some checking and answer the following week.

Thank you all for your support in this very important process for IU Northwest.

Best regards,

A handwritten signature in black ink that reads "Margaret A. Skurka". The signature is written in a cursive style with a long horizontal flourish at the end.

Margaret A. Skurka
Chair, EVCAA Search Committee

Chancellor's Professor
Department of Health Information Management
College of Health and Human Services

Search and Screen Committee

Margaret Skurka, Chancellor's Professor, CHHS, Chair of Committee
Audrea Davis, CWA/Support Staff
Kristin Huysken, Arts and Sciences
Gabriela Jaimes, Student Government Association
Ranjan Kini, Business and Economics
Alexis Montevirgen, Student Affairs and Enrollment Management
Cynthia O'Dell, Academic Affairs
Cynthia Roberts, Business and Economics
Vernon Smith, Education
Susan Zinner, SPEA and President, Faculty Organization
Aneesah Ali, Equity Advisor

Memo

To: Susan Zinner, Faculty Organization President
From: William Allegrezza, COAS Representative
Date: November 7, 2016
Subject: Splitting One Faculty Committee into Two

The Problematic Issue

One faculty committee is tasked with both admission standards and retention, and these issues are too large and diverse for one committee to handle adequately. I suggest that we split the committee into two committees to deal with the separate issues, so I propose the following two committees.

Admissions

Committee shall review and make policy recommendations in all areas concerned with admissions criteria and practices.

Retention

Committee shall review and propose ideas in areas concerned with retention and continuing enrollment.